

## Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices alligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

## Happy Thanksgiving

It is that time of year again, a time to give thanks for all the things we are grateful for. As I reflect on everything that has happened in my life, both professionally and personally, I realized that this is not something that should be taken for granted. Unfortunately, some of my colleagues who have endured significant loss may agree.

Given the demands of our work, we too often get caught up in the pace of everyday life and do not take the time to appreciate just how fortunate we are. The Thanksgiving holiday lends itself to reflection on the things for which one is most thankful. With that in mind, I want to take a moment to express my gratitude to you, the men and women of the Connecticut Department of Correction, who go above and beyond every day of the year (even on holidays) to ensure the safety of the citizens of our great state.

No matter what challenge came our way, you rose to the occasion and reminded everyone why the Connecticut Department of Correction is among the finest correctional agencies in the country. I am confident that when the next challenge comes, you will once again be there to meet it head-on.

I wish to also give special thanks to those who bravely protect our way of life by serving in the country's armed forces. Recent events across the world have served to remind us that "freedom isn't free." For your willingness to protect the liberties which we hold so dear, I am truly thankful.

If you are traveling to be with loved ones across town or across the country, may the journey be a safe one.

Regardless of how you spend your holiday, please remember that we all have much to be thankful for and we should take more time to focus on the positive things we often overlook while rushing to meet our daily obligations.

On behalf of myself and the entire Executive Team, thank you again for everything you do. I appreciate your hard work and dedication, and I wish each of you a happy and healthy Thanksgiving.

With Appreciation,

Scott Semple  
Commissioner

October 17, 2015  
through  
November 24, 2015

Distributed monthly  
to 6,200 staff  
and via the Internet  
throughout Connecticut  
and the nation  
by the  
Department of Correction  
24 Wolcott Hill Road  
Wethersfield, CT 06109

Dannel P. Malloy  
Governor

Scott Semple  
Commissioner

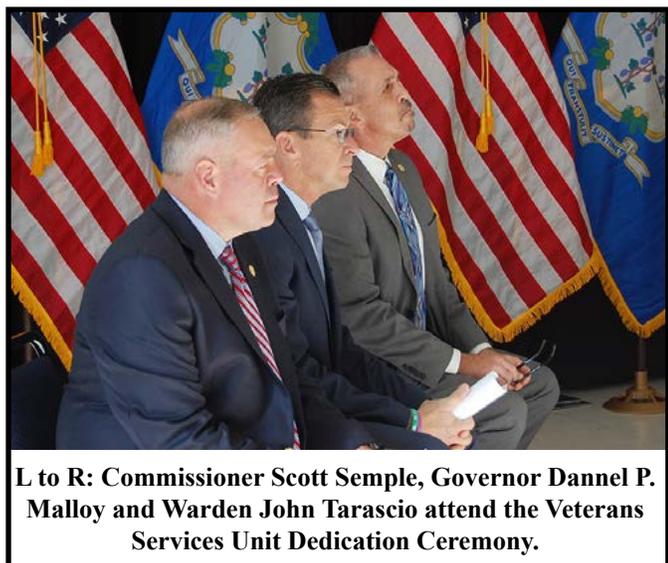
Web address:  
[www.ct.gov/doc](http://www.ct.gov/doc)

Public Information  
Office telephone:  
(860) 692-7780  
Fax: (860) 692-7783

## Veterans Unit Officially Dedicated

Just two days prior to the national observance of Veteran's Day, Governor Dannel P. Malloy traveled to the Cybulski Community Reintegration Center on November 9 to officially dedicate the newly created Veterans Services Unit.

The Veterans Unit, which has been up and running since October 1, 2015, is comprised of 110 offenders all of whom have served in the United States military. The Veterans Unit which is open to inmates in any branch of service, including Reserves and National Guard, is similar in concept to the first community reintegration unit which opened in April of this year. The primary focus of the center is to centralize and concentrate the department's re-entry efforts for offenders nearing their end of sentence in one location in order to improve their chances for successful re-entry.



In addition to the job training and other programs offered to the offenders of the initial Reintegration Center Unit, the members of the Veterans Services Unit, will receive specialized services such as how to deal with post-traumatic stress disorder.

At present, there are nearly 700 inmates under the supervision of the Connecticut Department of Correction who are veterans – representing roughly 4% of the agency's total offender population.

The day's events started off with a brief dedication ceremony (held within the facility's "chow hall") during which Warden John Tarascio thanked everyone for their hard work in making the veterans unit a reality, including the members of the Veterans Service Unit Implementation Team. He then presented a bouquet of flowers, as a sign of appreciation, to the Director of Program Services Pat

Kupec, as well as to Michele Roberts, a Healthcare for Re-Entry Veterans Program Specialist with the U.S. Veterans Administration.

Commissioner Scott Semple spoke next and thanked all the organizations that partnered with the Department of Correction to make the new unit a reality. Those organizations include the U.S. Department of Veterans Affairs, the Connecticut Department of Labor, Connecticut Vet Centers and other community-based veteran organizations. Commissioner Semple also acknowledged the Pennsylvania Department of Correction for allowing staff from the Connecticut DoC to tour their recently established Veterans Unit.

Governor Malloy then briefly addressed the crowd, thanking the veterans for their service. He then fielded questions from the media who were invited to chronicle the historic event. With the press conference concluded, the Governor, along with the other guests, took a brief tour of the Veterans Services Unit. Perhaps not surprisingly, the unit has a military theme complete with reveille in the morning and a code of conduct. It is also decorated with several patriotic murals, one displaying the emblems of each of the five branches of the military.

Having toured the Veterans Unit, Governor Malloy returned to the cafeteria to have a discussion with four offenders from the Unit about the challenges they faced.

"What we're about now is creating a system where we call upon those individuals who can turn their lives around to do just that," Governor Malloy said. "...what we are attempting to do is to call upon some of the best days of these individuals' lives."

# ECAP Explained

In an effort to reduce the length of time it takes to complete a standard disciplinary investigation, the Department of Correction has devised an alternative disciplinary process known as the Expedited Corrective Action Plan or ECAP.

Under the ECAP, an employee who has been accused of an alleged infraction or directive violation does not admit wrongdoing or culpability. The concept of the ECAP is similar to the Alford plea in which a defendant pleads guilty in a criminal case, but does not admit to the criminal act and asserts innocence. In the ECAP the employee realizes that there is enough evidence to prove that he or she committed the conduct violation, and agrees to forgo the standard investigation process. The benefit to the employee is that the typical disciplinary action is decreased. For example, an infraction that would normally result in a one day suspension under the ECAP process would eventually be waived providing the employee successfully completes a Corrective Action Plan and a Restriction Period.

The Restriction Period is 12 months long for violations resulting in written reprimands and 18 months long for violations resulting in suspensions. If an employee repeats the same alleged infraction during this time period, then they would be disciplined for both violations accordingly.

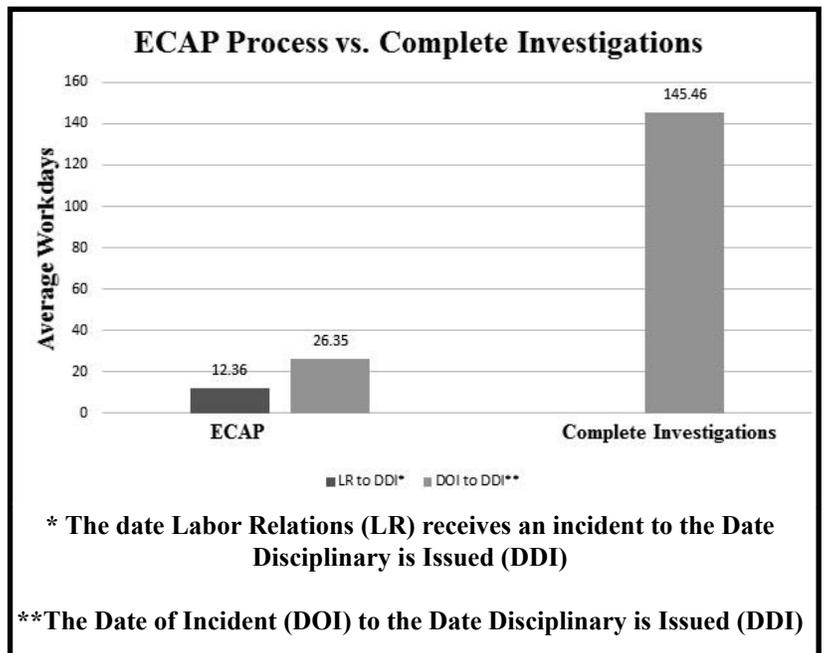
It is important to note that the Corrective Action Plan does not apply to all employee conduct violations. The ECAP may only be initiated for any alleged infraction which would typically result in disciplinary action of a five (5) day suspension or less. Also, incidents involving claims of sexual harassment and substantiated allegations of workplace violence are not eligible for the ECAP process.

Since it took effect on April 14, 2015, approximately 20 incidents have been settled using the ECAP process. The time saved using the ECAP process is substantial. While it takes an average of 145.46 workdays to complete a standard disciplinary investigation, it only takes an average of 26.35 days from the date of the incident to the date that the discipline is issued when using the ECAP process. By expediting the disciplinary process, not only are valuable time and employee resources saved, but it also can be argued that the stress associated with a prolonged investigation is also minimized.

It is up to the employee to request to proceed with the ECAP plan. Employees are eligible to use the ECAP process providing they are not working under an existing Corrective Action Plan of Restriction Period, and the employee has not already utilized ECAP for the subject offense - in other words, one offense at a time and no repeat offenders.

The union and human resource representatives will conduct a review of all issues related to this process at the quarterly HR Union Issues meeting or on an as needed basis.

If you have any questions regarding the ECAP process, please contact your facility human resources representative or your union steward.



# Officer Burke to the Rescue

Officer Kevin Burke is a 17-year Department of Correction veteran assigned to York Correctional Institution rides his bicycle to and from work each day, regardless of the weather conditions, for a 42 mile roundtrip commute. He even rides a bike with studded snow tires in the winter and when the snow is too deep to traverse on his bicycle, he simply carries it until he can ride it again. In order to make it to York CI's first shift roll call at 6:45 am officer Burke begins his morning ride at 5:00 am. He allows enough time to fix a flat tire or deal with other mechanical problems and still make it on time.

On Monday, November 2, officer Burke stopped on the Gold Star Memorial Bridge that spans the Thames River in New London, to move debris that was blocking his path. When he stopped he saw what appeared to be a person straddling a 9-foot tall fence at the edge of the surface of the bridge. The person had one leg dangling over the edge of the fence, at the highest point of the bridge, over the river, which is approximately 300 feet below.

Officer Burke gave repeated verbal direction to the person to get off of the fence. The third and last command was "Get down now!" The 62-year-old man complied with officer Burke's verbal direction and climbed down from the fence. Officer Burke contacted the New London Police Department and escorted the man off of the bridge. He stayed with the man while police officers and an ambulance responded to their location. The man was transported to Lawrence and Memorial Hospital for evaluation. Due to officer Burke's keen awareness and observational skills he was able to prevent someone from jumping or falling from the bridge which would have likely resulted in their death. After officer Burke saved the man's life he completed the rest of his morning ride, arrived at York CI and completed his assigned duties in the same diligent manner that he does every other day.



# Around the Cell Block



TENNESSEE - Amid ongoing problems with retaining and recruiting staff, Tennessee prison administrators plan to pay current officers a \$1,000 "retention bonus" before the end of the year. The move affects 3,300 officers, representing a possible \$3.3 million price tag.

JAKARTA - When Indonesia's anti-drug czar announced plans to guard a death-row prison island with crocodiles, government officials rushed to explain that it was just a joke, but soon afterwards, the anti-drug czar Budi Waseso said he was now thinking of using tigers and piranha fish too.

MAINE - The state's Department of Corrections is proposing changes to the prisoner discipline policy, including making communication with the media or a pen pal a punishable offense.

**Total  
Supervised  
Population  
on  
November 24, 2015**

**20,027**

*On November 24, 2014  
the population was  
20,454*

 **Follow us on Twitter:  
Conecticut DOC @ CT Corrections**

# Memorial Dedication at MacDougall-Walker

After many months of planning, fund raising, and hard work, the Memorial to honor the fallen staff of the MacDougall-Walker Correctional Institution (MWCI) was officially unveiled on October 20, 2015.

Family, co-workers, friends and members of the department's Executive Team gathered on a beautiful fall afternoon at a beautifully landscaped knoll halfway between the MacDougall and Walker buildings to dedicate a permanent memorial honoring the employees of the facility who have passed away.

During the 20 plus years that this facility has been in operation, there have been 22 staff members that have passed away during their employment at MWCI. The memorial was built in remembrance of them and their dedication to their duty and the citizens of our state.

"We will never lose sight of these remarkable individuals, each of whom made unique contributions to all of our lives," said Warden Carol Chapdelaine during the dedication ceremony.



**Warden Carol Chapdelaine presides over the MacDougall-Walker Correctional Institution's Memorial Dedication Ceremony.**



**The newly dedicated memorial at the MacDougall-Walker Correctional Institution.**

After Commissioner Scott Semple and Warden Chadelaine unveiled the monument by removing the black shroud that covered it, the roll call of the departed was read. After each name was called out, a member of the honor guard replied, "Ma'am, absent ma'am." - after which they laid a single rose at the base of the memorial.

Warden Chapdelaine was a driving force in the efforts to erect the memorial at MWCI. Along with her family, she even donated one of the two granite benches that are located on either side of the memorial.

This project was a year in the making with several fundraisers being held. A huge thank you goes to the following staff: Correction Officers Dana Michele, Kevin Rivenburgh, Walter Frechette, Brian Deane and Steve Prouty for their tireless efforts and utilizing their personal time from designing the memorial, gathering the donations to building the memorial.

Additional thanks to the rest of the MWCI staff who supported the many fundraisers and luncheons held throughout the year. Warden Chapdelaine also would like to thank everyone else who contributed to make the beautiful memorial a reality.

# A Profound Letter of Gratitude from a Grateful Wife and Mother

October 26, 2015

State of Connecticut  
Department of Corrections  
Connecticut Correctional Institutions

Dear DOC Brothers/ Sisters,

I am at a loss for words. I am completely unable to thank you enough for the support you have given to me and my family during the most tragic of times. Lt. Bradford J. Emmelmann, my husband and your brother, lost his life on May 29<sup>th</sup> in a homicide at the Xfinity Music Theatre. I am barely able to type the words it still seems so unreal. During this time of extreme grief, I need you to know that you have lifted our spirits and supported our souls. You have financially and emotionally stabilized me and our two very young daughters; we have survived simply because of you and for that I will be forever grateful.

Brad lived a very long life in a very short time and left an amazingly vibrant legacy that is simply too large for myself to sustain. The DOC came to our rescue when I was unable to breathe and allowed for us to focus

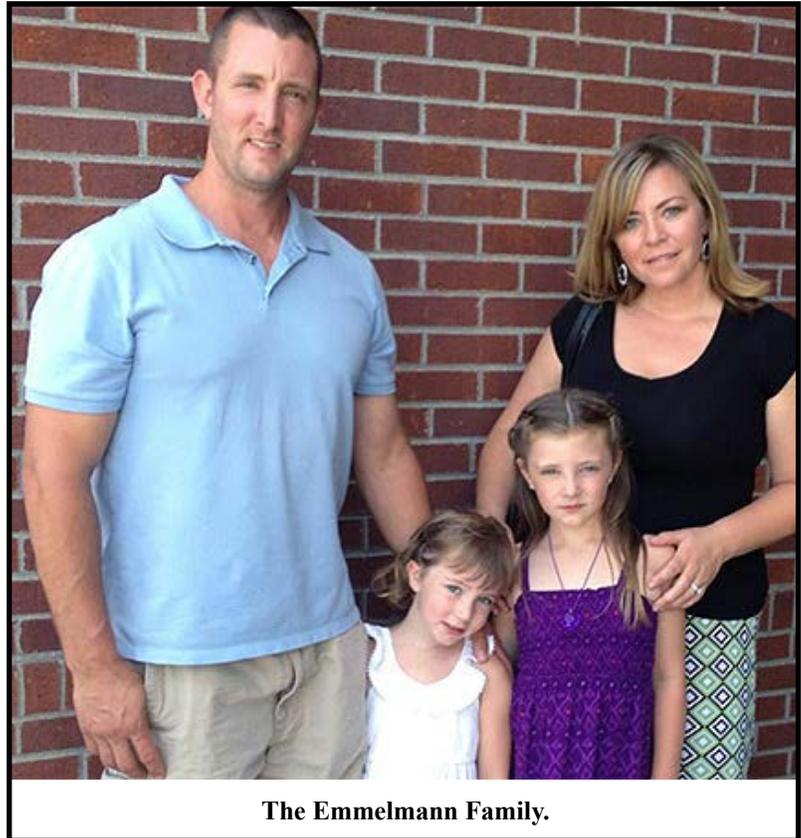
solely on finding our new path. Most grieving family members do not have the same support as the DOC has given to us and for that I am endlessly grateful. I am beyond humbled and always indebted by your efforts to hold vigil over Brad's bedside, to hold benefits in his honor, to mow our lawn, to winterize our cabin, to feed our livestock, to shingle our roof, to rake our leaves and to clean out our garage.

Brad was always so honored to be a part of the DOC family because you perpetuate dignity, respect and loyalty. I have witnessed your actions and I too am proud to consider myself and my daughters an extended part of this family. I will raise my daughters and instill the same values in them that the DOC had instilled in Brad. I love you all. B.E. Strong.

Very Truly Yours,



Erika L. Emmelmann and our girls



# Osborn CI Facility Awards

Warden Edward Maldonado of Osborn CI hosted a staff appreciation day on September 9, 2015, to honor his staff for "...all of their hard work and dedication to Osborn, the Department of Correction, and the greater community." Staff enjoyed an ice cream sundae bar then lined up for the opportunity to dunk supervisors in a dunk tank. "The supervisors who volunteered to sit in the dunk tank were incredibly good sports, and the ice cream sundae bar and the dunk tank raised approximately \$350 for Special Olympics. I am proud of how the Osborn staff donates to great causes in the community."

The highlight of the staff appreciation day, however, is the facility awards. Warden Maldonado, along with Deputy Warden Sandra Barone and Deputy Warden Gary Wright, were proud to present the awards to the deserving staff members.

The most prestigious award presented is the Warden's Award, which was given to Health Services Administrator (HSA) Rich Furey. HSA Furey began working at Osborn CI on January 25, 1992 as an HIV counselor and then became a Psychiatric Social Worker a year later.

## Osborn CI's Award Recipients

**Employee of the Year:** Merry Moriarty

**Officers of the Year:**

**First Shift:** Ed Hart

**Second Shift:** Jon Barnett

**Third Shift:** Jose Rodriguez

**Supervisor of the Year:**

Counselor Supervisor Sandra Violette

**Counselor of the Year:** Joanne Smith

**Health Service Employee of the Year:**

Keisha Johnson

**Unit of the Year:** Records Department

**Distinguished Trainer:** Dave Govoni

**Food Service:** Sheri Juroch

**Teacher of the Year:** Laurie Schaefer

**Warden's Award:** HSA Rich Furey



**LtoR: Warden Edward Maldonado, Merry Moriarty – Facility Employee of the Year, Deputy Warden Sandra Barone, Richard Furey - Warden's Award, Deputy Warden Gary Wright, and Keisha Johnson – Facility CMHC Employee of the Year Award.**

He then transferred out of Osborn in February of 2001 and worked at various other facilities until he returned to Osborn in February of 2015. "It was a great honor to present HSA Furey with the Warden's Award," said Warden Maldonado. "I have the utmost respect for him and for his dedication to Osborn and to the Department of Correction, as well as the loyalty, enthusiasm, and professionalism he brings to his job each and every day. The entire medical department is functioning efficiently and effectively under his leadership. Even though HSA Furey is a member of the treatment staff, he is very custody orientated and is highly respected by all staff." The Osborn CI Warden's Award, however, is not the only award HSA Furey has earned this year. On September 18, 2015, Commissioner Scott Semple presented HSA Furey with the Health Services Employee of the Year Award.

## Years Of Service

### Employees with 20 Years of Service as of May 2015

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Orduz, Marjorie	Pyrl Clrk	Cen Off	1/20/1995
Thomas, Clyde	Correction Officer	WCCI	12/9/1994

### Employees with 25 Years of Service as of May 2015

Gatling, Terri	Correction Officer	Cheshire CI	4/20/1990
Samperi, Tom	St School Teacher	WCCI	5/4/1990
Samuel, Brian	Correction Officer	Northern CI	5/18/1990
Vanoudenhove, Scott	Deputy Warden	Hartford CC	5/29/1990

## Years Of Service

### Employees with 20 Years of Service as of June 2015

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Davis, Patricia	Admin Assistant	Cen Off	1/20/1995
Garcia, Jose	Correction Officer	Hartford CC	6/9/1995
Ivester, Micki-Von	Correction Officer	Cheshire CI	6/24/1994
Margeson, Christopher	Correction Officer	Cheshire CI	6/23/1995
Mead, Donald	Correction Officer	Brooklyn CI	3/31/1995

### Employees with 25 Years of Service as of June 2015

Busher, David	Parole Officer2	Cen Off	6/1/1990
Faryniarz, Raymond	Correction Officer	MYI	6/1/1990
McDaniel, Darren	Correction Officer	Hartford CC	6/1/1990
Picone, Darlene	Secretary1	CRCI	6/1/1990
Runcie, Delroy	Correction Officer	Hartford CC	6/1/1990
Sosa, Luis	Correctional Captain	Cen Off	6/1/1990

### Employees with 30 Years of Service as of June 2015

Brodersen, Debra	Office Assistant	Northern CI	6/7/1985
------------------	------------------	-------------	----------

## Northern Barbecue

The sweet smells of southern cooking were emanating from the Northern Correctional Institution recently.



Pit Master - Food Services Supervisor John DeLuca.

Correctional Food Services Supervisor III, John DeLuca was kind enough to lend support to the facility's Quality of Work Life Committee by sharing his culinary expertise. Food supervisor DeLuca smoked barbecue ribs and made homemade macaroni and cheese for the staff members of Northern CI. The event was a huge success.



**MEMBER CARD**

Confidential help for personal problems.  
1-888-EAP-1060  
[www.PublicSafetyEAP.com](http://www.PublicSafetyEAP.com)

## Hey Hey It's a Monkee

The Addiction Services Unit of Osborn Correctional Institution welcomed Peter Thorkelon, “Tork”, singer and actor of the hit 1970’s band “The Monkees” on October 8, 2015. He brought the offenders the message of hope and triumph over drug and alcohol addiction. Mr. Thorkelon openly discussed the poor decisions he made, decisions which hurt himself and the people that he loved. He vividly detailed the journey of his own life – the good side of fame and fortune as well as the dark side of addiction, womanizing, divorce, and stints in rehabilitation. He used his life experiences, his humor, and his genuine concern for his fellow human being to discuss achievable resolutions to life’s problems.

The 74-year-old music icon has successfully managed his life for the past 34 years - enjoying a happy, successful, dependency-free life. His message to his audience was very clear: “Anyone can ultimately triumph at any age without celebrity status or artificial stimulants.”

“Mr. Thorkelon was a tremendous speaker to bring to Osborn, and I congratulate Counselor Supervisor Violette and the Addiction Services Unit for their efforts,” said Warden Edward Maldonado. “This program is aligned with Commissioner Semple’s Public Safety Initiative because it is designed to reduce recidivism and potential criminal activity on the part of our inmate population who will soon be released back into our communities.”



**Peter Thorkelon “Tork” of the Monkees (center) poses with Osborn CI staff members.**

## Something to “WAG” About at MYI



**Captain Joanna Salvatore (kneeling/center) with volunteers from the WAG Organization and the Greyhounds participating in the program.**

The Manson Youth Institution proudly announces the implementation of the We Adopt Greyhounds (WAG) Program, effective October 3, 2015.

This volunteer program is geared toward the rehabilitation and socialization of Greyhounds so they can be adopted into a family setting while providing offenders with the training and skills appropriate for program participation.

The program pairs greyhounds with inmate trainers for ten weeks, at which time the dogs are socialized and receive basic obedience training. In addition to the inmate trainers, volunteers from WAG will work closely with the dogs as well as the inmate trainers.



## Tips for a Financially Healthy Holiday Season

brought to you by the Department of Corrections Employee Wellness Committee

**1. Know your limit.** Sit down and plan out your holiday budget before you head to the malls this year. Gifts, large or small, can really add up, leaving you with a hefty bill at the end of the season.

**2. Plan ahead.** You've done your budget and you're ready to tackle the crowds. Here are a few ways to save on shopping, whether online or in the stores:

Look for special "savings days" at your favorite retail stores. Use coupons from your newspaper, online or in-store. Take advantage of free shipping with online purchases. Buy gifts throughout the year, not just during the peak season.

**3. Trim your list.** Do you really need to exchange gifts with everyone in your family? Consider cutting your list back this year. Or suggest giving a group gift to certain members of your family rather than individual gifts. You may find that other members of your family love the idea.

**4. Limit your use of plastic.** If you must use credit this year and you know you will not be able to pay everything off right away, try this approach: Pay for every other gift you buy in cash, this will help to keep your credit card charges in check. Also, make sure you can pay your purchases off completely within two to three months. Make sure to use the card in your wallet with the lowest interest rate.

**5. Track your spending.** Your budget does no good if you don't effectively track your spending. You could even keep a separate Christmas fund in a dedicated bank account. This makes it easier to separate holiday spending from regular, day-to-day expenses. There are also bank apps for your phone which allow you to check your balance and track your spending anytime, anywhere – even when in line for the cashier.

**6. Make your own gifts.** Give a homemade gift, such as cakes, cookies or gift certificates for your services. Such services could include running errands, handyman work, repairing or detailing a car, cooking a nice dinner, or helping someone build a Web site, to name just a few.

**7. Choose Cheaper Traditions.** Traditions are what make the holidays so special, but they can be a financial burden. If your traditions include paying for a special attraction, or surprising your kids with extravagant gifts, you might find yourself going significantly over budget in the name of family. While traditions are important and admirable, they do not have to be expensive to be memorable.

Some inexpensive "Traditions": Touring the neighborhood Christmas lights; Watching a classic movie at home; Sledding; Seeing Santa at the mall; Making Christmas crafts; Reading favorite Christmas stories.

**8. Know When to Stop.** When your list is finished and you have checked it twice, it is time to stop shopping. Know when you are finished, and avoid stopping by the mall just to see if there are any great deals, this can lead to making poorly planned purchases and blowing your budget.

**9. Send e-cards.** They're free -- or only cost a couple of dollars -- and do not require postage. Some even play music, making them a fun, free way to catch up with friends and family.

**10. Remember the reason for the season.** Whichever holiday you celebrate, keeping the holiday's spiritual message front and center is a good way to avoid getting carried away with the consumerism of the season. Instead of spending weekends leading up to Christmas in the mall, it would be a lot better gift to spend your time with your family and friends, or helping those less fortunate.